



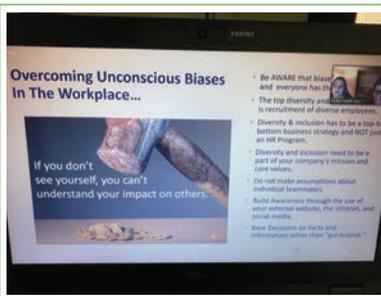
DIVERSITY, EQUITY & INCLUSION INITIATIVE HIGHLIGHTS

As a part of our 2019-2021 VBA Strategic Plan, the VBA created the goal of developing recommendations for how VBA can assist members in building a more diverse future leadership. To that end, the VBA organized a Diversity, Equity & Inclusion (DEI) Council in 2019 to help guide the VBA in our creation of DEI initiatives and programming for member banks. The Council is a key driver of our DEI efforts, as well as a sounding board for the VBA as we work to support our member banks in this area. Twenty-four members are a part of the Council.

The following efforts are a summary of the initiatives from the last year. This list highlights important programs and resources but is not comprehensive of all of the VBA's DEI efforts.

VBA Town Hall on Racial Equality and Other Education & Training on Diversity, Equity & Inclusion

On July 1, 2020, in the midst of nationwide civil unrest in response to racial inequality, 155 people attended the VBA Town Hall on Racial Equality. This event was a panel conversation, moderated by Bruce Whitehurst, between VBA Chairman John Asbury, president and CEO of Atlantic Union Bankshares Corp.; Tamika Brewer, SVP, head of teammate engagement at Atlantic Union Bank; Wendy McSweeney, SVP, chief inclusion officer at Truist; and Naomi Mercer, SVP, diversity, equity and inclusion at American Bankers Association. Panelists addressed important topics such as how to make DEI efforts a part of every facet of doing business.



55 people attended a joint training in July 2020 on unconscious bias for members of the VBA Marketing, HR and Training Committees.

Additionally, we coordinated speakers on DEI topics at many of our conferences, such as:

- Thriving as a Woman in Business in the Post-COVID Era
- How Have the Events of 2020 Affected Conversations in the Boardroom?
- The Power of Gender Diversity in the C-Suite and Board Room
- Integrating DEI into Onboarding Learning Activities

Women in Banking Initiatives

This VBA piloted the Women's Mentorship Program in 2020, a turn-key experience for banks that want to provide senior level employees the opportunity to mentor high-potential women in their own banks. See page 34 for a full program recap.

14 mentor/mentee pairs from nine banks benefited from one-on-one interaction and discussion combined with training and networking opportunities

Additionally, the VBA has continued to actively engage our Executive Women in Banking Peer Group. Members of this group hold a senior vice president title or higher and created and now serve as advisors for the Women's Mentorship Program. The group also helped create a new communication for this demographic. In March 2021, in conjunction with Women's History Month, the VBA developed and distributed a new e-newsletter, ELEVATE, a quarterly publication for women in banking and those who support them.

Recruitment Solution Through BankTalentHQ

The September 2020 career center partnership with BankTalentHQ includes access to America's Job Exchange (AJE) to make connecting even easier. BankTalentHQ is committed to putting diversity and inclusion at the forefront of the recruiting process. In February 2021, BankTalentHQ announced a partnership with Circa, which brought accelerated growth and expanded services to VBA member banks. Circa provides niche diversity sites and community-based recruiting to reach the candidates banks need to succeed.

Virginia Bankers Association Efforts

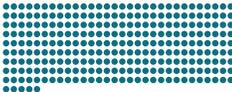
The VBA is committed to supporting our member banks in their DEI journeys, and we are equally committed to providing training, opportunities for conversation and continuous evaluation of our business practices. The VBA has conducted internal trainings for our own staff, and various VBA staff members have participated in, attended, or spoken at external DEI forums and events.

2020 & 2021 VBA/ABA DIVERSITY, EQUITY AND INCLUSION SUMMITS

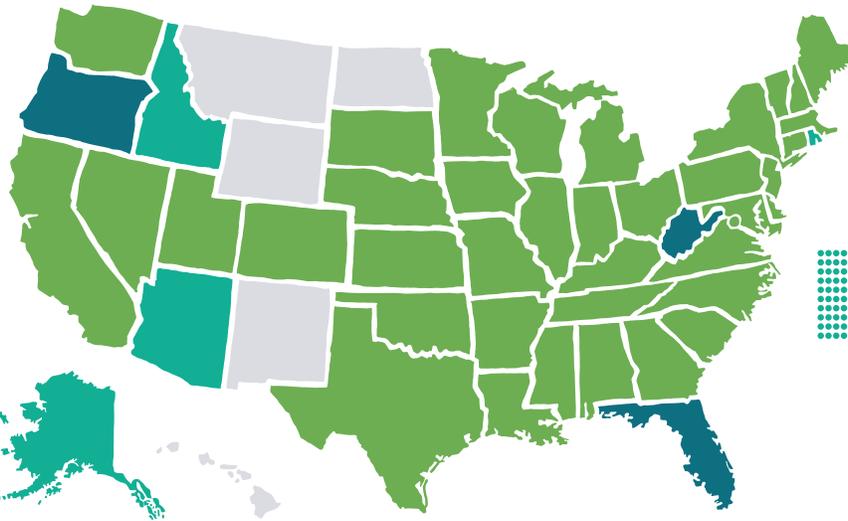
VBA and the American Bankers Association (ABA) partnered to launch our first-ever virtual Diversity, Equity and Inclusion Summit for bankers on November 6, 2020, and held a second Summit on May 20, 2021. These events were an important part of continuing a meaningful dialogue on fostering positive change in the industry. The value-packed programs helped bankers cultivate a network of peers to share DEI leading practices and explore new opportunities and initiatives for their own institutions. The goal of these events was to equip bankers from all over the country with tools to mitigate systemic biases and foster greater inclusion for those disadvantaged by age, race, disability, sexual orientation, gender or other identity factors.

2020 SUMMIT

More than 275 people

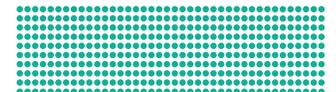


from 41 states and
Washington, D.C.
attended the
2020 Summit



2021 SUMMIT

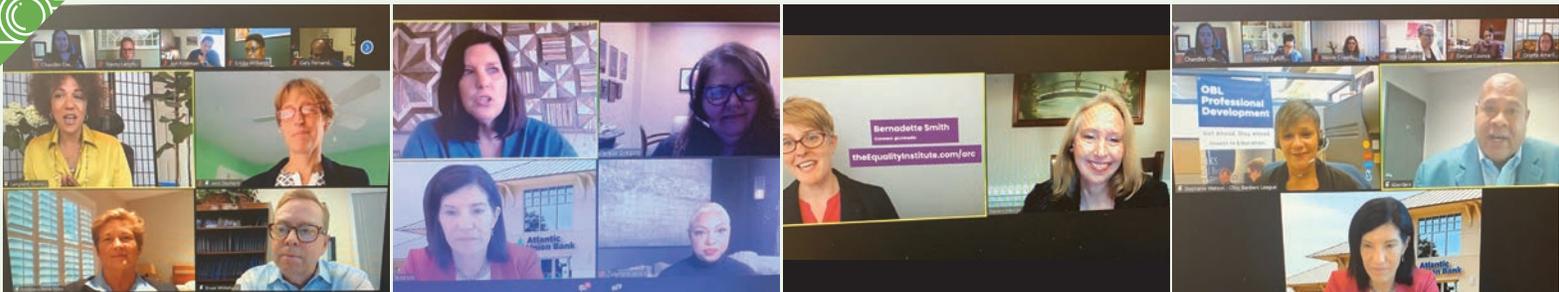
More than 400 people



from 42 states and
Washington, D.C.
attended the
2021 Summit

- 2020 & 2021 Summit
- 2020 Summit
- 2021 Summit

2020 SUMMIT



2021 SUMMIT



For full DEI Summit recaps, visit www.vabankers.org/vba-event-program-recaps.